

2022 EXECUTIVE DEVELOPMENT CONFERENCE



Sponsored by:
FBI National Academy Associates,
Alaska Chapter

Monday 12/5/22	Tuesday 12/6/22	Wednesday 12/7/22	Thursday 12/8/22	Friday 12/9/22
<u>11:00 am to UNK</u> Alaska Police Standards Council – Regular Meeting Anchorage Police Department Training Center - 3760 W. Dimond Blvd - https://dps.alaska.gov/apsc/meetings		<u>8:00 am to 8:45 am</u> Opening Ceremonies <u>9:00 a.m. to 12:00 p.m.</u> Protecting the Protectors: Building Resilience in Police Organizations <i>Chief Danny Langloss (Ret.)</i>	<u>8:00 am to 12:00 am</u> 21st Century Engagement: Embracing the New Norm Without Jeopardizing Safety <i>Jason Lehman</i>	<u>8:00 am to 12:00 pm</u> Mindfulness and Police Leadership <i>Capt. Tim Gately</i>
	<u>12:00 pm to 1:30 pm</u> LUNCH on your own – all are welcome at the Anchorage Chapter APOA monthly membership meeting at the Golden Corral	<u>12:00 pm to 1:30 pm</u> LUNCH on your own	<u>12:00 pm to 12:45 pm</u> LUNCH provided by the Oregon Accreditation Association	<u>12:00 pm to 12:45 pm</u> LUNCH provided by One Moon Consulting.
	<u>2:00 pm to 3:30 pm</u> <i>Alaska Association of Chiefs of Police - Membership Meeting</i> <u>3:30 pm to 5:00 pm</u> <i>FBINAA Alaska Chapter Membership Meeting</i>	<u>1:30 pm to 3:00 pm</u> Heart Health and Wellness when Working in Public Safety <i>Dr. Benjamin Stone, Sigma Tactical Wellness</i> <u>3:00 pm to 5:00 pm</u> Balancing the Badge to Make a Difference <i>Jim Kalinowski</i>	<u>12:45 pm to 1:30pm</u> Oregon Accreditation Association <u>1:30 pm to 3:30 pm</u> You Have a Right to Remember - Leading with a Better Memory <i>Paul Mellor, Success Links</i> <u>3:30 pm to 4:30 pm</u> Update in Laws <i>John Skidmore, Director, Criminal Division, Dept. of Law</i>	<u>12:45 pm to 2:00 pm</u> One Moon Consulting: Beyond the Badge <i>Pat Liss and Krinstina Messenger</i> <u>2:00 pm to 2:30 pm</u> FBINAA Alaska Chapter Board Member Swearing-In <u>2:30 pm to 4:30 pm</u> Culture by Design <i>John Bostain</i>
		<u>6:00 pm to 9:00 pm</u> FOAST Christmas Dinner in Palmer. Details to come.	<u>6:00 pm to 9:00pm</u> Conference Banquet and FBINAA Christmas Party Featuring: If You Build it, They Will Come: Three things an agency can do to become THE agency. - John Bostain	APOA Annual Christmas Party - 12/10/22 at the Marriott Hotel - https://www.apoaonline.org/events-training.html
Contributors: APSC				

*All meetings/presentations will be held at the Anchorage Police Department Headquarters at 716 W. 4th Ave.

WEDNESDAY MORNING

Protecting the Protectors: Building Resilience in Police Organizations

Chief Danny Langloss (Ret.)

BIO:

Police Chief Danny Langloss served 21 years with the Dixon Police Department, the last 10 as police chief. Early in his police chief career, Danny began to research and implement best practices related to officer emotional and psychological wellness. This ultimately led to the creation and implementation of the First Responder Resiliency Program in the Dixon Police and Fire Departments. Chief Langloss served as 4th Vice President of the Illinois Association of Chiefs of Police, the President of the Northwest Law Enforcement Executives and has been recognized with the State of Illinois Justice Leadership Award and a National Leadership Award from the Police Assisted Addiction and Recovery Initiative (PAARI). Danny currently serves as the City Manager of Dixon.

COURSE DESCRIPTION:

- What is PTSD, depression and anxiety? What are the causes and what are best practices in prevention and treatment?
- The impact of policing on emotional and psychological health
- Leadership and the direct outcomes on prevention and treatment of PTSD
- Critical components of a First Responder Resiliency Program
- CultureShift: Leading change in a diverse, guarded environment
- Action steps moving forward

WEDNESDAY AFTERNOON

Heart Health and Wellness When Working in Public Safety

Dr. Benjamin Stone (Sigma Tactical Wellness)

BIO:

Upon graduation from the University of Arkansas, Dr. Benjamin Stone attended Exeter College of Oxford University. At Oxford, Dr. Stone developed a keen interest in cardiovascular physiology. He completed his PhD and related coursework for his medical doctorate and also coordinated research at the British Olympic Medical Institute, Oxford Nutraceuticals Group, and Cambridge University. Dr. Stone served as Assistant Professor of Exercise Physiology at the University of Central Arkansas, Sr. Tutor at Oxford University, and designed curriculums for the University of Arkansas for Medical Sciences.

COURSE DESCRIPTION:

In 2017, Dr. Stone co-developed Sigma Tactical Wellness, an organization intent on determining the causes-of and reducing the prevalence of coronary disease in law enforcement officers throughout the United States. To date, his program has screened more than 7000 police officers and the derived data and methods are being used across the nation to save countless lives. As a well-regarded lecturer, Dr. Stone has presented data at the International Association of Chiefs of Police conference, Texas Chiefs Association, The FBI National Academy, and many other state, local, and federal law-enforcement agencies.

In his presentation, Dr. Stone will outline the scope of heart disease within public safety occupations and will discuss why it appears to be so prevalent within high-stress occupations. The presentation will involve a complete breakdown of cardiac disease within public safety occupations by determining:

- I. Why it is prevalent in law-enforcement and fire-service
- II. Why it is commonly seen in 25-40yr old agents of public safety
- III. Why it is commonly mis-diagnosed when using cardiac risk modeling specific to civilian populations

- Dr. Stone will outline new and emerging trends in cardiac disease detection and help listeners understand why traditional diagnostic methods don't apply to agents of public safety.
- Participants will be led step by step through a timeline of the process of atherosclerosis (arterial plaque development) all the way through the development of a heart attack.
- Participants will also develop a profound understanding of what diagnostic resources are currently at their disposal for detection of this issue along the way.
- Dr Stone will help patients understand the processes of "inflammation" specific to the coronary vasculature and how this process can be moderated with diet, changes in lifestyle, and medications.
- Each participant will leave with a renewed understanding of the prerequisite diagnostics necessary to properly identify cardiac risk specific to occupations of public safety.

Balancing the Badge to Make a Difference

Jim Kalinowski

BIO:

- Presented by Lt. Jim Kalinowski, Houston Police Department.
- 40 year police veteran.
- Author of the book Balancing the Badge to Make a Difference; what every law enforcement professional should know about managing money and life.
- Graduate of the FBI National Academy 176th class.
- Independent Financial advisor, serving clients since 1997.
- Volunteer coordinator of Dave Ramsey's Financial Peace program.
- Volunteer at Hope's Path ministry helping aged out foster young adults acquire life skills.
- Bachelor's degree from Brockport State University in both Criminal Justice and Political Science.
- Master's degree in Management, Sam Houston State University.
- Conducted several financial and life planning classes, as well as speaking engagements to 100+ participants across the US, including:
 - FBI National Academy Alumni Training Conferences
 - Mid-Atlantic Association of Women in Law Enforcement
 - Lenexa Police Department | Kansas

COURSE DESCRIPTION:

- Create a financial and life wealth plan to integrate your values and priorities of a career, family, and spiritual well being.
- Learn how to test drive your retirement before you leave.
- How to give yourself a pay raise by creating a budget and learning debt reduction techniques.
 - If you don't manage your money, your money will manage you.
- Estate planning, including the importance of having proper beneficiaries, wills, trusts, and what your family needs to know is documented upon departure.
- Learn how to align your personal and investment portfolio risk tolerance.
- Deep dive into the department's retirement system and 457 / 401a plans.
- Rollovers and the difference between traditional and Roth IRA's.
- Spreadsheet scenarios of retirement fund longevity projections.
- Discuss social security, Medicare and health insurance (raising costs).
- Required Minimum Distributions, taxes, long term care, and life insurance, annuities, and identity theft.
- Book available for purchase as supporting materials.

THURSDAY MORNING

21st Century Engagement: Embracing the New Norm Without Jeopardizing Safety

Jason Lehman

This engaging course provides law enforcement personnel with effective, real-life tools and strategic communication techniques to enhance officer safety and improve interactions between the police and the public. Leaders will learn how to

respond safely and effectively to community needs through the application of the “Four Pillars of Fairness” and De-escalation strategies for use before, during, and after critical interactions with difficult community members. Created by Lexipol’s Subject Matter Expert on Community and Constitutional Policing and Long Beach Police Department Sergeant (ret.) Jason Lehman, this course incorporates thought-stimulating discussions, personal perspectives, and scenario-based exercises that challenge the status quo and engages participants for effective learning and leadership development.

Hour #1 (50 minutes training time) - History of policing and the impact on today’s “encounter.”

Hour #2 (50 minutes training time) - Cynicism...The silent “killer” of today’s protector

Hour #3 (50 minutes training time) - Four Pillars to Prove “Fairness” and “Equity”

Hour #4 (50 minutes training time) - Building trust with the “difficult ones” | Attendee Q&A

The best can get better.

As the best, we must improve daily, seek to better understand others, and learn the “E+R=O” (Event + Response = Outcome) system. By embracing safe systems of empathy and vulnerability, leaders begin to feel comfortable being uncomfortable while improving trust. By the end of this session, attendees will have a better understanding of how small changes today will result in safer contacts tomorrow.

THURSDAY AFTERNOON

Oregon Accreditation Association

Assistant Chief Skip Miller and Scott Hayes

COURSE DESCRIPTION:

The Oregon Accreditation Alliance (OAA) exists to improve the quality and delivery of law enforcement and communication services to the citizens of its communities by endorsing and assisting in the processes of national and state accreditation. OAA provides technical assistance to agencies in all phases of accreditation, from file setup and documentation to on-site assessments. The Alliance was formed in 2002 under the direction of the Oregon Association Chiefs of Police, the Oregon State Sheriff’s Association, and the Association of Public Safety Communication Officials. We currently provide accreditation services for 81 law enforcement and communication centers in Alaska and Oregon.

You Have a Right to Remember - Leading with a Better Memory

Paul Mellor

BIO:

Paul Mellor is President of Success Links; a memory training company designed to helping law enforcement improve their lives by improving their memory power. A finalist in the USA Memory Championship, Mellor remembered the names of over 90 people in less than 15 minutes, recalled the exact order of over 100 single-digit numbers after reviewing them for less than five minutes, and recalled the exact order of a shuffled deck of playing cards after less than a three-and-a-half minute study. The author of You Have the Right to Remember, Mr. Mellor has presented his popular seminars to several police academies and agencies.

COURSE DESCRIPTION:

Leadership is about working with others, communicating effectively, and making quick decisions. This program focuses on techniques for recalling names and faces, as well as speaking without notes and thinking quickly on your feet. Increase efficiency and productivity with a trained memory. To be able to think quickly and clearly without losing your train of thought.

Updates in Laws

John Skidmore, Criminal Division Director

John Skidmore is the Director for the Criminal Division for the State of Alaska, Department of Law. Mr. Skidmore received a B.S. in Communications from Bradley University in 1994 and a JD from the University of Oregon Law School in 1997. He has dedicated his career to public service as a prosecutor starting as an intern and extern for the Roseburg District Attorney's Office in 1996-1997. Mr. Skidmore began developing his courtroom skills at this early stage of career trying numerous jury trials. After graduation he joined the Alaska Department Law in 1997 starting at the Kenai District Attorney's Office. Over the next seventeen years he prosecuted misdemeanor and felony cases including domestic violence, sexual assault, property offenses, robberies, murder, public corruption, and white collar crimes. Mr. Skidmore has conducted trials and court hearings all across the state, including Anchorage, Kenai, Palmer, Bethel, St. Mary's, Dillingham, Naknek, Togiak, Juneau, Fairbanks, and Homer. He served in the Bethel DAO, the Dillingham DAO, and the Anchorage DAO. At the Anchorage District Attorney's Office, Mr. Skidmore served as a misdemeanor unit trial attorney, property unit trial attorney, property unit supervisor, violent crimes unit trial attorney, and violent crimes unit supervisor. He served as the Supervisor for the Office of Special Prosecutions before being named the Director of the Criminal Division. As Director he is now responsible for policy development and implementation statewide, overseeing the budget for the Criminal Division, and managing 12 District Attorney Offices, the Office of Special Prosecutions, the Office of Criminal Appeals, and the Criminal Division Central.

FRIDAY MORNING

Mindfulness & Police Leadership

Capt. Tim Gately

BIO:

Tim Gately is a 23-year law enforcement veteran and currently serves as the Captain of Administration for the Redmond, WA Police Dept. He has the primary responsibility of leading the Administration Bureau, including Community Engagement, Criminal Investigations, Media/Public Information, Hiring, Training, Internal Affairs, and Budget & Planning. His command-level assignments have included patrol operations, criminal investigations, and administration. Capt. Gately has served as a Detective, Public Information Officer, Crisis Negotiator, Drug Recognition Expert, Sergeant, and Lieutenant. Before joining Redmond in 2004, Tim served as a Washington State Patrol Trooper for 5 years in the Seattle area. He currently serves as Principal Faculty for the City University of Seattle Criminal Justice Program. Capt. Gately holds a Master of Public Administration (EMPA) from the University of Washington, a Master of Law Enforcement & Public Safety Leadership from the University of San Diego, and a B.S. in Communications from the City University of Seattle. He is a graduate of FBI National Academy Session #261 and the Center for Creative Leadership. Capt. Gately has authored national publications for Police Chief Magazine addressing community responses to homelessness and public-private regional partnerships. He enjoys volunteering for Special Olympics, his church, and currently serves as the Assistant Coordinator for the FBI NAA Youth Leadership Program and on the Board of Directors for the FBI NAA Washington State Chapter.

COURSE DESCRIPTION:

This course explores concepts of mindfulness from the perspective of public service and emergency responders. This interactive course provides attendees the opportunity to engage and discuss current trends and practices, incorporating themes from 21st Century Policing and the IACP "P.R.E.P. for Duty" models.

The course uses examples from sports, athletes, and professional research to guide students through worksheets, reflection, discussion, and video examples to define their own personal leadership philosophy. Course themes are overlaid with contemporary concepts, case studies, and current events. This is an interactive course, relying on sports/athletes, student interaction, videos, and humor.

FRIDAY AFTERNOON

Culture by Design

John Bostain

BIO:

John Bostain is the President of Command Presence, LLC. John has committed the last 23 years to law enforcement, 20 of which have been as a law enforcement trainer. He has presented nationally and internationally on contemporary law enforcement topics such as dynamics of officer/citizen encounters, use of force, human performance factors, and instructor development. He's certified as a Force Analyst by the Force Science Institute (FSI) and holds a B.S.Ed in Adult Education from Valdosta State University.

John began his career with the Hampton Police Division (HPD) in Hampton, Virginia where he served as a Uniformed Patrol Officer, Narcotics Investigator, Academy Instructor, Detective, and Patrol Supervisor. He served on the departmental S.W.A.T. Team, Bike Patrol Unit, and was the Advisor for the Law Enforcement Exploring Program. He held Virginia DCJS certifications as a firearms instructor, defensive tactics instructor, and driving instructor, in addition to several other instructor certifications.

After leaving HPD in 2001, John spent 13 years at the Federal Law Enforcement Training Center (FLETC) in Glynco, GA serving as an Instructor and Senior Instructor for Defensive Tactics, Patrol Procedures, and Use of Force. He also held positions as a Program Specialist in the Rural Policing Institute, Training Transformation Office, and Training Management.

In 2012, he became the recipient of the prestigious Trainer of the Year Award as selected by Law Officer Magazine. John is an Instructor Trainer (Core Instructor) for the Below 100 Program and is a member of the instructional staff of the BJA VALOR for Blue program. John is also an Advisory Board Member of the International Law Enforcement Educators and Trainer's Association (ILEETA)

COURSE DESCRIPTION:

When it comes to culture, your organization has two options. Intentionally design the culture your people and community deserve, or live with the culture that emerges naturally. Extraordinary culture is a result of intentionality and this session provides a practical framework for design. We will compare and contrast the cultures of two iconic American organizations and discuss the life changing outcomes of each. We will explore the development of "why" based mission statements that are more than just words on a wall. And we will explore why identifying core behaviors may be even more important than stated core values in building culture.

1. Learning Objective #1: Utilizing a case study, participants will compare and contrast the organizational cultures of two well-known organizations: Ritz Carlton Hotels and Boeing Aviation.
2. Learning Objective #2: Discuss the problem with externally-focused, platitude filled mission statements and how replacing them internally-focused, "WHY" based statements that can dramatically enhance agency culture.
3. Learning Objective #3: Discuss why identifying fundamental behaviors may be more important than stating an agency's core values in establishing extraordinary culture. Core values can be subjective and difficult to measure, while fundamental behaviors are more observable and therefore can be measured in a meaningful way. Participants will develop a list of fundamental behaviors that become the expected from all members of an organization.
4. Learning Objective #4: Discuss the importance of rituals and the role they play in designing extraordinary culture.